

**NOAA's NATIONAL WEATHER SERVICE
STRATEGIC PLAN FOR DIVERSITY MANAGEMENT**



NOAA's National Weather Service Policy Statement on Diversity Management

It is the policy of NOAA's National Weather Service (NWS) to manage the diversity of our employees by fostering an inclusive work force, building an environment that respects the individual, and offering opportunities for all employees to develop to their full potential. Diversity is the mixture of differences and similarities each employee brings to the workplace to accomplish the goals of the NWS.

Diversity management is a long-term change strategy enabling the NWS to improve its culture to ensure all employees are making maximum contributions to the mission of the NWS. We will foster an inclusive, supportive, open, challenging and innovative work environment to enable employees to be positive, creative and reach their full potential.

Each employee, at all levels within the organization, has an active role in implementing the NWS Diversity Management Initiative. Management officials at all levels share responsibility and are accountable for achieving our diversity management goals. If diversity management is to be embraced, it must be integrated successfully into all facets of the organization's structure. Established NWS diversity management initiatives must continue to be guided by the leadership's full commitment and employees' full participation. Full support of the NWS Diversity Management Policy is critical to diversity implementation initiatives.

NWS DIVERSITY MANAGEMENT STRATEGIC GOALS

GOAL 1: Improve NWS Management Accountability in Diversity Management

Objective 1: Establish Office of Equal Opportunity and Diversity Management (OEODM) process to review the critical element addressing diversity management for all NWS rating officials.

Completion date: End of 3rd Quarter - FY05

Objective 2: Establish explicit linkage between (cash and non-cash) awards and successful completion annually of critical element on managing diversity.

Completion Date: End 4th Quarter - FY05

GOAL 2: Educate all NWS Employees on the Principles of Diversity Management

Objective 1: Reserve 15% of NSTEP training budget for Diversity management training/experiential learning.

Completion Date: Next budget cycle - FY06

Objective 2: Develop NWS Online Diversity Management Training module

Completion Date: August 30, 2005

Objective 3: Establish Diversity Management Resource Library (ongoing)

Completion Date: End of 4th Quarter

Objective 4: Establish NWS Champions of Diversity Award (Alternative to this is to aggressively market the NOAA SPECTRUM and Best Practices)

Completion Date: June 2005

Objective 5: Publish one diversity related article in NWS Focus every quarter

Completion Date: April 2005

Objective 6: Ensure OEODM involvement in all aspects of workplace issues and concerns that address NWS employees.

Completion Date: May 2005

GOAL 3: Implement and Monitor NWS Diversity Management Performance Metrics and Goals

Objective 1: Develop NWS Diversity Management Performance Metrics and Goals

Completion Date: August 2005 – FY05

Objective 2: Establish Means to Monitor and Review Performance Metrics

Completion Date: End 4th Quarter - FY05

Objective 3: Assure NWS Diversity Management Performance Goals are included in the NWS Annual Operating Plan

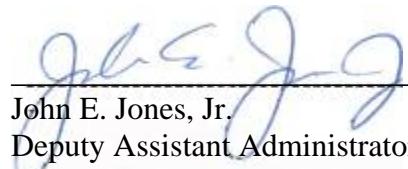
Completion Date: March 2005

Objective 4: Assure the Director, OEODM is present at senior management's meetings where performance elements, workplace initiatives and proposed changes to same are being discussed.

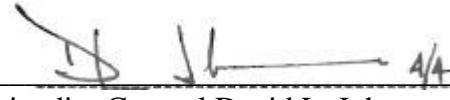
Completion Date: March 2005

Milestone(s): It is reasonably expected the implementation process will begin immediately after the appropriate signatures are secured validating this plan. The NWS OEODM will monitor the plan and report progress, failures, and improvement activity to the Assistant Administrator for Weather Service on a quarterly basis.

This plan is a living document. Adjustments will made as deemed necessary and appropriate. To review the specifics of each goal, refer to the OEODM Diversity Management Operating Plan designed to assist with the implementation of the NWS Strategic Plan for Diversity Management.



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